

8-5-2012

Resist Steering Committee Meeting, Aug. 5, 2012

Resist

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RESIST Board Meeting
BUSINESS MINUTES
August 5, 2012

Present: Jen Bonardi (minutes), Robin Carton, Yafreisy Mejia, Marc Miller, Jim O'Brien, Saif Rahman, Carol Schachet

Note: Given that only 7 of 17 Board members were present, there was not a quorum for decision-making. All votes of the Board members present will need to be ratified by the full Board using an e-mail voting process.

1. Approval of June Board Meeting Minutes (or not)

- The staff are unable to find any record of the minutes from the June Board meeting.
- The minutes were not approved and will need to be approved by e-mail vote once they are found.

2. Grantmaking for August

- Robin reports that our suggested allotment for this cycle is \$7,500 over budget.
 - o Up to this point in the year, we have already "eaten" \$4,000.
- After a discussion, the board members present have recommended to eat the entire allotment.
- **Proposal to be passed by e-mail voting:**
 - o While the allocation for the August 2012 cycle was for \$58,500, the Board shall award \$66,000 in grants for this cycle.

3. Finance & Fundraising Committees

- *See Narrative*
- Robin reports that income will be \$84K behind by the end of July (once numbers are reconciled).
 - o This is due to lower-than-anticipated returns on house and prospect mailings. The results from the prospect mailing are not surprising, given anecdotal stories on the level of donations going to Election 2012.
 - o Potential major donors were pulled from the March mailing and put into a separate mailing in May. The latter didn't give expected returns.
 - o One donor who usually gives \$35K has not given yet this year. Ravi talked to him, and he did intend to give. (He doesn't like to be called, so there will be no more communication.)
- September will have some new fundraising mailing drops. We'll see how we're affected by election funding then.
- We're significantly lower in assets compared to a year ago.
 - o This is partly due to transferring almost \$100K from assets to cover operating costs.
- Expenses are on target with the budget.
- The July page in the packet shows that we're \$6K over budget, minus one grant that we'll "get back" accounting-wise. So we're really only \$2K or \$3K behind in grants, not \$4K.
- In their most recent meeting, Finance Committee asked Ravi (when he returns) to forecast a realistic income for the end of the year.
 - o Robin reports that the Finance Committee was very thorough in their last meeting.
- Robin reports that we just received \$4K from a bequest. We did not anticipate much bequest money this year.

- Yafreisy says usually at this point in the year, we're behind on our income, but we're \$100K more behind than expected this year.
 - o Staff needs to come back to the Committee with a new forecast or a plan.
 - o We hope to get a good response to the fall ABC mailing which Saif will follow with an eBlast asking people to continue to fund RESIST regardless of the election.
- Marc says that we're financially stable now and we don't have to worry this year.
 - o Robin agrees: we can afford to "eat" the overage for this grant cycle and it won't hurt us.
- Robin tells us that if there is a proposal from staff, it will be in October. Becca relayed to the staff that she doesn't want our financial position to penalize the last grant cycles of the year.

4. R&R Committee

- Saif says that Cynthia and he are the only members on the R&R Committee, and they are both also on the Retreat Committee.
 - o Cynthia has been away for a few weeks but they do have a docket of potential board members.
 - o Bev Tillery (currently at Lambda Legal), a person from ACE and the T-Riders Union, and Greg's recommended person have asked to be re-approached in the fall.
- Saif is interested in more conversations with potential Board members and tracking people down.
 - o Marc can help with talking to potential Board members but cannot join the committee.
 - o Jen asks what the difference is between just calling potential Board members vs. being on the Committee. Yafreisy explained what the R&R Committee does, from identifying potential members all the way to finding them mentors once they are voted on
- Robin recommends Scott Nakagawa. Marc thinks the new board members may have ideas, too.
- Carol asks if there is a target board size. Saif says no, but thinks we're currently at 16.
 - o Carol reminds us that more members mean more expenses and larger meetings. We might want to set a maximum.
 - o Robin believes that 24 was the agreed upon maximum in the past.
- Marc thinks that integrating new people into the committees is an R&R function.
 - o Linda and Judy are integrated, says Robin.
- Saif says we need to discuss geography in terms of Board members and their functions.

5. Retreat Planning Committee

- Jen explained that the Retreat Committee has had a couple of meetings and began to identify potential facilitators and content. However, the committee ran out of steam over the summer and now thinks it's better to prepare well for a January or February retreat.
 - o Saif notes that January/February is a much better time for the staff and for all of us to reflect on 2012.
- Yafreisy reported that the other committees didn't get back to the Retreat Committee on content.
- Saif said that the staff doesn't want it to be a staff-driven process, so they asked for more Board members. More came on, but even with those members, it was hard to get moving.
- Carol asks who's on the committee and the others replied: Saif, Jen, Cynthia, Kay, and Miabi.
- Marc thinks this is a sign of the exact problem that calls for a retreat.
 - o Yafreisy is not that worried. She just really doesn't want a retreat for the sake of having one; we need real goals linked to the 50th anniversary.

- Marc would like to use the Board meetings from now until January to build toward the retreat instead of just putting it off again.
- Carol reminds us that important conversations cannot be taken in one retreat. So what's the purpose of the retreat – to frame those conversations? Is it Step Three whereas Board and committee meetings before that are Steps One and Two?
 - Are we trying to cram so much in that there's a paralysis? She urges us to figure out what we can do outside the retreat to clarify those steps and prepare.
- Robin thinks we may need to communicate to others where we are with the retreat.
 - Also, thinking about it is hard when Ravi's out, because the staff is already overloaded.
- Yafreisy would like a proposal to the committee, and likes Marc's idea: to use the Board meetings differently. Use that time when we're all together, break up into committees and report.
- Marc suggestion is to send a brief poll to each board member asking which possible outcome of a retreat would be a "home run." He prefers to involve the board members in the thinking behind the retreat, and to do it soon.
 - We all get a lot of emails and the ones that ask succinctly for a vote get more responses.
- Jen says that the only thing holding her back from spearheading the entire retreat is that she feels she doesn't get communication from the rest of the board.
 - Yafreisy reiterates that we should take advantage of when people are here in the room at meetings.
 - Robin thinks we may need a serious discussion with the Board about communication.
- Carol says that we've done different things with the Board meetings in the past.
 - We don't need business reports at the Board meetings, so we can do other stuff. Perhaps we could flesh out this new model with the E.C.
 - One problem: the October meeting takes a lot of time because we do the budget.
- Carol is happy to help Marc with a survey.
- Carol says that if Jen did the retreat, she would need input from everyone else.
- Linda had said in an earlier meeting that she would be available for the retreat planning. Marc wants new members involved.

6. Personnel Committee

- *See Narrative*
- Carol notes that we don't have a quorum (and the staff can't vote at all on this issue) so a vote now won't really matter.
- Carol wants to amend the proposal (#2) to specify *paid* time off.
- Robin says that Ravi is trying very hard to participate from home but cannot speak, so he can only GChat.
- Carol asks for the parameters for when Ravi uses this time. She wonders how long he has been gone and when he plans to be back?
 - Carol feels that since the peak fundraising time is October to January, having to take that time in the calendar year might stress him out.
 - Carol revised the proposal to say that Ravi can use the additional personal time until the end of February.
 - "Time" begins with the calendar year, not a year from his hire.

Proposal:

Based upon the recommendation of the Personnel Committee, the Board approves an additional 10 days of paid personal leave for Ravi Khanna to be used by the end of February 2013.

- Carol asked if there is need for temporary help; Yafreisy says that she's not sure and it's too early to say.
 - o The staff has been in touch with Nancy Greenhouse and has been following Malika's RESIST fundraising manual.
 - o Saif says that we're all up to date with the functional operations.
 - o Robin says that the two interns and Jim have been a great help.

Business adjourned, 2:51 p.m.

RESIST Finance Narrative

January 1, 2012, to June 30, 2012

Accompanies Statement of Net Assets and Statement of Activities

BIG PICTURE

Our *net income* (income less expenses) for January 1, 2012, through June 30, 2012, was a *loss* of about **\$189,599**. In our annual budget for this time period, we expected to have a net loss of **\$167,472** - which means that we are **\$22,127** behind where we expected to be at this time.

Income is lower than expected by **\$74,105**. *Expenses* are approximately **\$51,978** lower than anticipated. This means we have a difference of approximately **\$22,127** between where we expected to be at this time and where we actually are. However, this number does not include grant allocation expenses of **\$55,600** incurred at the June Board meeting. As such, we are actually **\$77,727** behind where we expected to be at this time.

In our 2012 annual budget, RESIST plans to utilize \$40,000 from three bequests to cover the anticipated shortfall. \$30,000 will be from the Ed Baker Bequest to pay for additional grant spending. \$10,000 will be a loan from the Phillip Schleimer Bequest for new fundraising initiatives and to cover increased fundraising personnel costs.

STATEMENT OF NET ASSETS (ITEM A)

At this time, we have assets of approximately \$587,841. This is about **\$189,599** *less* than we had at this time in 2011. The decrease in assets is primarily due to: 1) the Board authorization of approximately \$30,000 in additional grant spending; 2) \$16,846 in additional personnel costs in FY11; and 3) a shortfall of \$74,000 in income at this point in time.

STATEMENT OF NET ACTIVITIES (ITEM B)

Revenue:

Revenue is about **\$74,105** **lower** than budgeted: \$236,027 actual vs. \$310,132 in the budget.

Gifts and Pledges: **\$52,141** lower than budgeted

- *Internal mailing* contributions are approximately **\$44,032** less than budgeted. Income from the pledge program is **\$5,797** lower than expected. Appeals to current donors are **\$31,308** less than expected. Revenue from the *Newsletter* is **\$6,927** less than expected.
- *Prospect mailing* contributions are **\$8,109** under budget. The spring mailing dropped slightly later in 2012 and returns are still trickling in.
- *Special Contributions* are **\$11,175** lower than budgeted.

Board Fundraising is **\$675** less than budgeted.

Unsolicited Gifts (donations under \$500) were **\$585** less than expected.

Major Donor gifts underperformed budget expectations by **\$9,730**. Just a reminder that there has been a change in classification of donations over \$500. A significant number of current Major Donor donations were previously categorized as Internal Mailing or Unsolicited gifts.

One *Foundation Gift* of \$10,000 has been received from the Bardon-Cole Foundation.

No *Bequests* have been received yet, however RESIST received notice of a \$1,000 bequest from the Trust of Carol K. Capizzi. The trust is currently tied up in legal proceedings and it is unclear when the bequest will be received.

Bottom Line: Gifts and Pledges are significantly underperforming. Over 200 major donors did not receive the March renewal appeal. They received a separate appeal in May and returns have not performed as well as expected. One major donor who had contributed \$30,000 by this point last year has not made any donations at this time.

Investment Income: **\$8,569** lower than budgeted

- *Interest and dividends* are **\$33** over budget.
- *Realized gains or losses* on the sale of investments are a gain of **\$1,862** under budget.
- *Unrealized gains or losses* on investments are a gain of **\$6,749** over budget.

Bottom Line: June investment income has been reconciled. These numbers reflect market conditions as of June 30, 2012. \$100,000 has been transferred from RESIST's investment accounts at Morgan Stanley to Eastern Bank in order to cover income shortfalls. With \$100,000 less in invested assets, it is unclear that investment income budget numbers will be achieved.

Expenses:

Expenses are about **\$51,978 less** than budgeted: \$425,626 actual vs. \$477,604 in the budget.

Fundraising expenses: **\$9,622 less** than budgeted

- *Internal mailing* costs are about **\$4,563** under the budgeted amount (pledge: **\$41**, ABC: **\$4,522**). This reflects minor discrepancies in the timing of receipt and payment for new 2012 bills. It is anticipated that these numbers will return to budget during July.
- *Prospect mailing* costs are about **\$1,202** under the budgeted amount. This also reflects discrepancies in the timing of receipt and payment for new 2012 bills.
- *Special Event* costs are **\$2,740** under the budgeted amount. This reflects the fact that RESIST has not held any house parties that were budgeted for 2012.
- *Misc, fundraising costs* are approximately **\$715** under budget. It is anticipated that these numbers will return to budget during July.

Program expenses: **\$47,877 less** than budgeted

- *Grants Program* expenses are **\$43,420** under budget. At this time, General Support grants are **\$34,000 under** budget and Multi-Year grants are **\$4,000 under** Technical Assistance grants are **\$500** more than budgeted. However, as noted above, this does not take into consideration that grant awards from the June allocation cycle have not been expended.

As of July, General Support grants will be **\$4,500 under** budget and Multi-Year grants will be **\$16,000** over budget.

- *Newsletter* costs are **\$3,568** less than budgeted due to receipt and timing of current invoices.

- *Web site* expenses are **\$1,199** under budget due to timing of consultant's availability to perform contracted work.

Bottom Line: As of July 31, 2012, program costs are anticipated to only be approximately **\$1,931 under** budget.

Administrative Expenses: **\$5,555** more than budgeted

- *General and Administrative* expenses are **\$3,568** less than budgeted. Bank and Credit Card fees are **\$2,103** higher than expected. State charitable registration filing fees are **\$1,184** lower than expected. Accounting fees are **\$2,184** lower than expected.
- *Personnel* expenses are **\$9,516** more than budgeted.

Personnel costs (excluding health insurance) are **\$237** over budget.

Health insurance costs are **\$9,279** over budget. As of July 31, health insurance costs are only expected to be **\$2,048** over budget.

Subject: [RESISTboard] Minutes and Proposals Pass!

From: "Robin Carton (Co-Director, Grantmaking and Finances)" <robinc@resistinc.org>

Date: 8/8/2012 12:58 PM

To: Board - RESIST <board@resistinc.org>

Hey Folks,

13 of 16 Board members have responded in the affirmative to the three proposals that were sent out. While we would be delighted with additional responses, based upon the responses received at this time, the three proposals list below shall become incorporated into the minutes of the August 2012 Board meeting as affirmed by the Board.*

1. Grant Awards

The Board affirms the grant decisions that were made during the August 5, 2012 Board meeting.

2. Grant Allocation

The Board affirms that while the original allocation for the August 2012 cycle was for \$58,500, the Board shall award \$66,000 in grants for this cycle.

3. Personnel Committee

Based upon the recommendation of the Personnel Committee, the Board approves an additional 10 days of paid personal leave for Ravi Khanna to be used by the end of February 2013.

Responding in the Affirmative at this time:

Cynthia Bargar

Jennifer Bonardi

Robin Carton

Miabi Chatterji

Ravi Khanna

Yafreisy Mejia

Marc Miller

Jim O'Brien

Greg Pehrson

Saif Rahman

Carol Schachet

Linda Thurston

Jody Hatcher

*Per RESIST's By-Laws, staff members may not vote on personnel issues. However, 8 of 12 non-staff Board members affirmed the Personnel Committee proposal.

Board mailing list

Board@resistinc.org

http://mail.resistinc.org/mailman/listinfo/board_resistinc.org

Missing: Nelson, Camilo, Kay

Subject: RE: [RESISTboard] Minutes and Proposals for Vote
From: Jennifer Bonardi <jbonardi@hotmail.com>
Date: 8/7/2012 3:01 PM
To: Robin Carton <robinc@resistinc.org>

I, Jennifer Bonardi, approve all of the proposals listed in this email.

Date: Tue, 7 Aug 2012 14:51:29 -0400
From: robinc@resistinc.org
To: board@resistinc.org
Subject: [RESISTboard] Minutes and Proposals for Vote

Hey Folks,

Hope you are enjoying the nice weather this week (at least here in Boston!).

Attached are the Minutes (thank you Jen!) from the August meeting.

Since we did not have a quorum, there are a few things that need an e-mail vote in order to go forward. I have listed the items out below. Please respond with your name and whether you affirm the decision of the Board members who were present at the August meeting.

Many thanks!

Robin

Proposals for Board confirmation:

1. Grant Awards

The Board affirms the grant decisions that were made during the August 5, 2012 Board meeting.

2. Grant Allocation

The Board affirms that while the original allocation for the August 2012 cycle was for \$58,500, the Board shall award \$66,000 in grants for this cycle.

3. Personnel Committee

Based upon the recommendation of the Personnel Committee, the Board approves an additional 10 days of paid personal leave for Ravi Khanna to be used by the end of February 2013.

I _____ approve all the proposals listed above.

I _____ do not approve all the proposals listed above.

Date:

_____ Board mailing list Board@resistinc.org
http://mail.resistinc.org/mailman/listinfo/board_resistinc.org

Subject: Re: [RESISTboard] Minutes and Proposals for Vote
From: Yafreisy Mejia <yafreisy@resistinc.org>
Date: 8/7/2012 3:31 PM
To: Board - RESIST <board@resistinc.org>

I, Yafreisy, approve all the proposals listed above.

Y

On 8/7/2012 2:51 PM, Robin Carton (Co-Director, Grantmaking and Finances) wrote:

Hey Folks,

Hope you are enjoying the nice weather this week (at least here in Boston!).

Attached are the Minutes (thank you Jen!) from the August meeting.

Since we did not have a quorum, there are a few things that need an e-mail vote in order to go forward. I have listed the items out below. Please respond with your name and whether you affirm the decision of the Board members who were present at the August meeting.

Many thanks!

Robin

Proposals for Board confirmation:

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3. Personnel Committee

Based upon the recommendation of the Personnel Committee, the Board approves an additional 10 days of paid personal leave for Ravi Khanna to be used by the end of February 2013.

I _____ approve all the proposals listed above.

I _____ do not approve all the proposals listed above.

Date:

Subject: Re: [RESISTboard] Minutes and Proposals for Vote

From: "Jim O'Brien" <jimobrien48@gmail.com>

Date: 8/7/2012 3:35 PM

To: "Robin Carton (Co-Director, Grantmaking and Finances)" <robinc@resistinc.org>

Proposals for Board confirmation:

1. Grant Awards

The Board affirms the grant decisions that were made during the August 5, 2012 Board meeting.

2. Grant Allocation

The Board affirms that while the original allocation for the August 2012 cycle was for \$58,500, the Board shall award \$66,000 in grants for this cycle.

3. Personnel Committee

Based upon the recommendation of the Personnel Committee, the Board approves an additional 10 days of paid personal leave for Ravi Khanna to be used by the end of February 2013.

I _____ Jim _____ approve all the proposals listed above.

I _____ do not approve all the proposals listed above.

Date: 8-7-12

Subject: Re: [RESISTboard] Minutes and Proposals for Vote

From: "Robin Carton (Co-Director, Grantmaking and Finances)" <robinc@resistinc.org>

Date: 8/7/2012 3:43 PM

To: Board - RESIST <board@resistinc.org>

Proposals for Board confirmation:

1. Grant Awards

The Board affirms the grant decisions that were made during the August 5, 2012 Board meeting.

2. Grant Allocation

The Board affirms that while the original allocation for the August 2012 cycle was for \$58,500, the Board shall award \$66,000 in grants for this cycle.

3. Personnel Committee

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I Robin Carton approve all the proposals listed above.

I _____ do not approve all the proposals listed above.

Date: 8/7/12

Board mailing list

Board@resistinc.org

http://mail.resistinc.org/mailman/listinfo/board_resistinc.org

Subject: Re: [RESISTboard] Minutes and Proposals for Vote

From: Linda Thurston <lindamthurston@gmail.com>

Date: 8/7/2012 3:53 PM

To: "Robin Carton (Co-Director, Grantmaking and Finances)" <robinc@resistinc.org>

Proposals for Board confirmation:

1. Grant Awards

The Board affirms the grant decisions that were made during the August 5, 2012 Board meeting.

2. Grant Allocation

The Board affirms that while the original allocation for the August 2012 cycle was for \$58,500, the Board shall award \$66,000 in grants for this cycle.

3. Personnel Committee

Based upon the recommendation of the Personnel Committee, the Board approves an additional 10 days of paid personal leave for Ravi Khanna to be used by the end of February 2013.

I Linda M Thurston approve all the proposals listed above.

I do not approve all the proposals listed above.

Date: 7 August 2012

.....
Linda M Thurston
lindamthurston@gmail.com

Subject: Re: [RESISTboard] Minutes and Proposals for Vote

From: Marc Miller <marc@fortpointtheatrechannel.org>

Date: 8/7/2012 5:01 PM

To: "Robin Carton (Co-Director, Grantmaking and Finances)" <robinc@resistinc.org>

See below.

On Tue, Aug 7, 2012 at 2:51 PM, Robin Carton (Co-Director, Grantmaking and Finances) <robinc@resistinc.org> wrote:

Hey Folks,

Hope you are enjoying the nice weather this week (at least here in Boston!).

Attached are the Minutes (thank you Jen!) from the August meeting.

Since we did not have a quorum, there are a few things that need an e-mail vote in order to go forward. I have listed the items out below. Please respond with your name and whether you affirm the decision of the Board members who were present at the August meeting.

Many thanks!

Robin

Proposals for Board confirmation:

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2. Grant Allocation

The Board affirms that while the original allocation for the August 2012 cycle was for \$58,500, the Board shall award \$66,000 in grants for this cycle.

3. Personnel Committee

Based upon the recommendation of the Personnel Committee, the Board approves an additional 10 days of paid personal leave for Ravi Khanna to be used by the end of February 2013.

I _____ Marc Miller _____ approve all the proposals listed above.

I _____ do not approve all the proposals listed above.

Date:

Board mailing list

Subject: Re: [RESISTboard] Minutes and Proposals for Vote

From: Gregory Pehrson <gregorypehrson@gmail.com>

Date: 8/7/2012 5:37 PM

To: "Robin Carton (Co-Director, Grantmaking and Finances)" <robinc@resistinc.org>

CC: Board - RESIST <board@resistinc.org>

On Tue, Aug 7, 2012 at 3:43 PM, Robin Carton (Co-Director, Grantmaking and Finances) <robinc@resistinc.org> wrote:

Proposals for Board confirmation:

1. Grant Awards

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2. Grant Allocation

The Board affirms that while the original allocation for the August 2012 cycle was for \$58,500, the Board shall award \$66,000 in grants for this cycle.

3. Personnel Committee

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I Greg Pehrson approve all the proposals listed above.

I _____ do not approve all the proposals listed above.

Date: 8/7/12

Board mailing list

Board@resistinc.org

http://mail.resistinc.org/mailman/listinfo/board_resistinc.org

Subject: [RESISTboard] Fwd: Minutes and Proposals for Vote

From: Cynthia Bargar <cbargar@gis.net>

Date: 8/7/2012 8:59 PM

To: Board - RESIST <board@resistinc.org>

Proposals for Board confirmation:

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I _____ Cynthia Bargar _____ approve all the proposals listed above.

I _____ do not approve all the proposals listed above.

Date: 8-7-12

Board mailing list

Board@resistinc.org

http://mail.resistinc.org/mailman/listinfo/board_resistinc.org

~~~~~  
Cynthia M. Bargar  
Development Consulting Services  
Midway Studios #418  
15 Channel Center St.  
Boston, MA 02210-3425

[cbargar@gis.net](mailto:cbargar@gis.net)

617.513.3407



**Subject:** Re: [RESISTboard] Fwd: Minutes and Proposals for Vote

**From:** miabi chatterji <miabic@gmail.com>

**Date:** 8/7/2012 9:31 PM

**To:** Board - RESIST <board@resistinc.org>

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Proposals for Board confirmation:

**1. Grant Awards**

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**3. Personnel Committee**

Based upon the recommendation of the Personnel Committee, the Board approves an additional 10 days of paid personal leave for Ravi Khanna to be used by the end of February 2013.

I \_\_\_\_\_ Miabi Chatterji \_\_\_\_\_ approve all the proposals listed above.

I \_\_\_\_\_ do not approve all the proposals listed above.

Date: 8-7-12

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Board mailing list

[Board@resistinc.org](mailto:Board@resistinc.org)

[http://mail.resistinc.org/mailman/listinfo/board\\_resistinc.org](http://mail.resistinc.org/mailman/listinfo/board_resistinc.org)

~~~~~

Cynthia M. Bargar
Development Consulting Services
Midway Studios #418

Subject: Re: [RESISTboard] Minutes and Proposals for Vote

From: Carol Schachet <carols3b@gmail.com>

Date: 8/7/2012 10:09 PM

To: "Robin Carton (Co-Director, Grantmaking and Finances)" <robinc@resistinc.org>

On Tue, Aug 7, 2012 at 2:51 PM, Robin Carton (Co-Director, Grantmaking and Finances) <robinc@resistinc.org> wrote:

Hey Folks,

Hope you are enjoying the nice weather this week (at least here in Boston!).

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3. Personnel Committee

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I ____ Carol Schachet _____ approve all the proposals listed above.

I _____ do not approve all the proposals listed above.

Date:

Subject: Re: [RESISTboard] Minutes and Proposals for Vote

From: Saif Rahman <saif@resistinc.org>

Date: 8/8/2012 11:54 AM

CC: Board - RESIST <board@resistinc.org>

Proposals for Board confirmation:

1. Grant Awards

The Board affirms the grant decisions that were made during the August 5, 2012 Board meeting.

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3. Personnel Committee

Based upon the recommendation of the Personnel Committee, the Board approves an additional 10 days of paid personal leave for Ravi Khanna to be used by the end of February 2013.

I Saif Rahman approve all the proposals listed above.

I _____ do not approve all the proposals listed above.

Date:

Board mailing list

Board@resistinc.org

http://mail.resistinc.org/mailman/listinfo/board_resistinc.org

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Saif Rahman

Director of Communications

RESIST

259 Elm Street, Suite 201, Somerville, MA 02144

617.623.5110

www.resistinc.org

Subject: Re: [RESISTboard] Minutes and Proposals for Vote

From: "Ravi Khanna" <ravikhanna@igc.org>

Date: 8/8/2012 12:26 PM

To: "Robin Carton \ (Co-Director, Grantmaking and Finances\)" <robinc@resistinc.org>, "Board - RESIST" <board@resistinc.org>

----- Original Message -----

From: Robin Carton (Co-Director, Grantmaking and Finances)

To: Board - RESIST

Sent: Tuesday, August 07, 2012 2:51 PM

Subject: [RESISTboard] Minutes and Proposals for Vote

Hey Folks,

Hope you are enjoying the nice weather this week (at least here in Boston!).

Attached are the Minutes (thank you Jen!) from the August meeting.

Since we did not have a quorum, there are a few things that need an e-mail vote in order to go forward. I have listed the items out below. Please respond with your name and whether you affirm the decision of the Board members who were present at the August meeting.

Many thanks!

Robin

Proposals for Board confirmation:

1. Grant Awards

The Board affirms the grant decisions that were made during the August 5, 2012 Board meeting.

2. Grant Allocation

The Board affirms that while the original allocation for the August 2012 cycle was for \$58,500, the Board shall award \$66,000 in grants for this cycle.

3. Personnel Committee

Based upon the recommendation of the Personnel Committee, the Board approves an additional 10 days of paid personal leave for Ravi Khanna to be used by the end of February 2013.

I approve Proposals 1 & 2 and abstain from voting on 3.

I _____ do not approve all the proposals listed above.

Ragi Khanna

Date: 8/8/2012

Subject: Re: [RESISTboard] Minutes and Proposals for Vote

From: Judy Hatcher <judyh08@gmail.com>

Date: 8/8/2012 1:01 PM

To: "Robin Carton (Grants Manager)" <robinc@resistinc.org>

CC: Board - RESIST <board@resistinc.org>

On Wed, Aug 8, 2012 at 8:54 AM, Saif Rahman <saif@resistinc.org> wrote:

Proposals for Board confirmation:

1. Grant Awards

The Board affirms the grant decisions that were made during the August 5, 2012 Board meeting.

2. Grant Allocation

The Board affirms that while the original allocation for the August 2012 cycle was for \$58,500, the Board shall award \$66,000 in grants for this cycle.

3. Personnel Committee

Based upon the recommendation of the Personnel Committee, the Board approves an additional 10 days of paid personal leave for Ravi Khanna to be used by the end of February 2013.

I, Judy Hatcher, approve all the proposals listed above.

I _____ do not approve all the proposals listed above.

Date:

Board mailing list

Board@resistinc.org

http://mail.resistinc.org/mailman/listinfo/board_resistinc.org

RESIST, INC.
Statement of Financial Position
June 30, 2012 and 2011

	<u>2012</u>	<u>2011</u>
ASSETS		
CURRENT ASSETS:		
Cash	\$ 44,220	\$ 61,305
Investments	618,894	737,181
Grants Receivable, Current	-	-
Prepaid Expenses, Inventory and Other Current Assets	21,085	12,891
Total Current Assets	<u>684,199</u>	<u>811,377</u>
Property and Equipment, Net	<u>3,119</u>	<u>3,772</u>
OTHER ASSETS		
Grants Receivable, Long-Term	-	-
Deposits	2,230	2,230
Total Other Assets	<u>2,230</u>	<u>2,230</u>
Total Assets	<u><u>\$ 689,548</u></u>	<u><u>\$ 817,379</u></u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Grants Payable	\$84,300	\$92,000
Accounts Payable and Accrued Expenses	7,103	4,408
Accrued Payroll and Related Costs	12,315	8,797
Total Liabilities	<u>103,718</u>	<u>105,205</u>
NET ASSETS		
Net Assets, Beginning of Year	777,440	841,947
Change in Net Assets	(191,610)	(129,773)
Net Assets, End of Period	<u>585,830</u>	<u>712,174</u>
TOTAL LIABILITIES AND NET ASSETS	<u><u>\$689,548</u></u>	<u><u>\$817,379</u></u>

RESIST, INC.
Statement of Activities - Short Form
Year to Date as of June 30, 2012

B

	YTD ACTUAL June 30	YTD BUDGET June 30	+/- BUDGET	ANNUAL BUDGET
SUPPORT AND REVENUES				
Internal Mailings	135,469	179,500	(44,031)	457,000
Prospecting	24,391	32,500	(8,109)	76,000
Special Contributions	61,475	72,650	(11,175)	357,750
Special Event Income	2,014	5,000	(2,986)	10,000
Misc. Revenue	995	230	765	2,170
Investment Income	2,335	2,302	33	5,500
Realized Gain (Loss)	1,088	2,950	(1,862)	3,000
Unrealized Gain (Loss)	8,260	15,000	(6,740)	20,000
	<u>236,027</u>	<u>310,132</u>	<u>(74,105)</u>	<u>931,420</u>
Expense				
<i>Fundraising</i>				
Internal Mailing Costs	17,357	21,920	(4,563)	46,250
Prospect Mailing Costs	35,098	36,300	(1,202)	76,750
Major Donor Costs	99	500	(401)	1,000
Special Event Costs	259	3,000	(2,741)	6,000
Misc. Fundraising Costs	3,643	4,358	(715)	6,350
Total Fundraising Costs	<u>56,456</u>	<u>66,078</u>	<u>(9,622)</u>	<u>136,350</u>
<i>Program</i>				
Grants Program	117,576	160,815	(43,239)	335,150
Communications Program	14,412	19,050	(4,638)	41,950
Total Program Costs	<u>131,988</u>	<u>179,865</u>	<u>(47,877)</u>	<u>377,100</u>
<i>Other</i>				
Personnel	184,547	175,031	9,516	350,241
General and Administrative	51,179	55,140	(3,961)	98,230
Board Expenses	1,456	1,490	(34)	3,300
Total Other Costs	<u>237,182</u>	<u>231,661</u>	<u>5,521</u>	<u>451,771</u>
Total Expense	<u>425,626</u>	<u>477,604</u>	<u>(51,978)</u>	<u>965,221</u>
CHANGE IN NET ASSETS	<u>(189,599)</u>	<u>(167,472)</u>	<u>(22,127)</u>	<u>(33,801)</u>
NET ASSETS, BEGINNING OF YEAR	<u>777,440</u>			<u>777,440</u>
NET ASSETS, END OF YEAR	<u><u>587,841</u></u>			<u><u>743,639</u></u>

unreconciled

RESIST, Inc.
Statement of Activities - Short Form
Year to Date as of July 31, 2012

	YTD ACTUAL July 31	YTD BUDGET July 31	+/- BUDGET	ANNUAL BUDGET
SUPPORT AND REVENUES				
Internal Mailings	148,932	204,000	(55,068)	457,000
Prospecting	24,712	33,500	(8,788)	76,000
Special Contributions	62,577	77,000	(14,423)	357,750
Special Event Income	2,014	5,000	(2,986)	10,000
Misc. Revenue	1,005	530	475	2,170
Investment Income	2,335	3,102	(767)	5,500
Realized Gain (Loss)	1,088	3,050	(1,962)	3,000
Unrealized Gain (Loss)	8,260	10,000	(1,740)	20,000
	<u>250,923</u>	<u>336,182</u>	<u>(85,259)</u>	<u>931,420</u>
Expense				
<i>Fundraising</i>				
Internal Mailing Costs	21,190	22,515	(1,325)	46,250
Prospect Mailing Costs	35,098	36,900	(1,802)	76,750
Major Donor Costs	99	500	(401)	1,000
Special Event Costs	259	3,000	(2,741)	6,000
Misc. Fundraising Costs	4,649	4,564	85	6,350
Total Fundraising Costs	<u>61,295</u>	<u>67,479</u>	<u>(6,184)</u>	<u>136,350</u>
<i>Program</i>				
Grants Program	167,290	161,160	6,130	335,150
Communications Program	16,349	24,410	(8,061)	41,950
Total Program Costs	<u>183,639</u>	<u>185,570</u>	<u>(1,931)</u>	<u>377,100</u>
<i>Other</i>				
Personnel	200,304	204,120	(3,816)	350,241
General and Administrative	56,365	61,792	(5,427)	98,230
Board Expenses	1,456	1,490	(34)	3,300
Total Other Costs	<u>258,125</u>	<u>267,402</u>	<u>(9,277)</u>	<u>451,771</u>
Total Expense	<u>503,059</u>	<u>520,451</u>	<u>(17,392)</u>	<u>965,221</u>
CHANGE IN NET ASSETS	<u>(252,136)</u>	<u>(184,269)</u>	<u>(67,867)</u>	<u>(33,801)</u>
NET ASSETS, BEGINNING OF YEAR	<u>777,440</u>			<u>777,440</u>
NET ASSETS, END OF YEAR	<u>525,304</u>			<u>743,639</u>

Resist Personnel Committee Report

TO: Board of Directors
FR: Kay Mathew
RE: Personnel Committee Report
DT: August 5, 2012

The following is the Resist personnel committee report to the Board, requesting a vote.

1. This is to communicate to the Board that Ravi has been contending with personal illness and has taken time off to continue treatment and to recuperate. He has been out of the office since July 18 and plans to return to work at the end of the summer. Before leaving he met with staff to plan for Resist work that will need to be covered during the time that he is gone. Staff have been very professional and thoughtful about dividing up tasks and responsibilities while he is out of the office; they feel that they have things covered and are managing with the situation. A fundraising project due to begin in August has been moved up to September (major donor calls). As personnel committee member I met with staff on the 17th and encouraged them to be mindful of the additional work pressure and if need be, consider delaying, postponing or adjusting some of the work and, to let Board know what we can do to support them. [Would any staff person like to say something? To update us on Ravi and/or how things are going in the office?] Personnel Committee will check in with staff during the next several weeks to stay updated on Ravi's progress and what's happening in the office.
2. Due to his illness and the time he has had to use for treatment and being out of the office, the personnel committee would like to submit the following proposal to the Board: that it vote to approve an additional 10 days of sick/personal time for Ravi for this fiscal year. This would give Ravi some flexible time to take off that doesn't have to be applied to his illness but rather, perhaps, a real vacation. The Board has the authority to do so according to our personnel policy*. We do however need a vote.
3. Additionally, personnel committee is seeking at least one, preferably two, members to begin working as a member of the committee by September. Please consider volunteering for the committee – current members are Kay and Nelson with Ragini on leave. As a member of the committee you get to have lunch from time to time.

*** Personnel Policy, Page 10:**

Personal Leave: RESIST allows each full-time staff member 16 days of personal leave per year. This is prorated for less than full-time staff. The staff member may use this leave for illness, medical/dental appointments, or personal reasons. Upon request, the Board can approve additional personal leave time based on the recommendation of the Personnel Committee. If possible or reasonable, staff members will inform their colleagues in advance of the need for personal leave. A maximum of five days of unused personal leave can be carried over to the next year.

Grant Requests and Awards

August 2012

Organization	Request	Award	Type	Allocation	Special
Arise for Social Justice	\$4,000	\$4,000	MY	\$4,000	
BAY-Peace: Better Alternatives for Youth	\$4,000	\$4,000	MY	\$4,000	
NARAL Pro-Choice South Dakota	\$4,000	\$4,000	MY	\$4,000	
The Interfaith Alliance of Idaho	\$4,000	\$4,000	MY	\$4,000	
Missouri Immigrant and Refugee Advocates	\$4,000	\$4,000	MY	\$4,000	
Friends of the Congo	\$4,000	\$1,500	GS	\$1,500	Contingent
Portland Central America Solidarity Committee	\$4,000	\$2,000	GS	\$2,000	
Peace Action - Wisconsin	\$4,000	\$2,500	GS	\$2,500	
The Interfaith Alliance of Iowa	\$4,000	\$4,000	GS	\$4,000	
Topeka Center for Peace and Justice	\$4,000	\$1,500	GS	\$1,500	
Survivors, Inc.	\$4,000	\$2,000	GS	\$2,000	
Citizens for Alternatives to Radioactive Dumping	\$4,000	\$2,000	GS	\$2,000	
Citizens for Huerfano County	\$4,000	\$2,000	GS	\$2,000	
Pride at Work - San Francisco	\$4,000	\$4,000	GS	\$4,000	
Queerocracy	\$4,000	\$2,500	GS	\$2,500	
NARAL Pro-Choice Missouri	\$4,000	\$3,000	GS	\$3,000	
NARAL Pro-Choice Wisconsin	\$4,000	\$3,000	GS	\$3,000	
Migrant Justice	\$4,000	\$4,000	GS	\$4,000	
Ka Lei Maile Hawaiian Civic Club	\$4,000	\$1,500	GS	\$1,500	
Civilian Soldier Alliance - Bay Area	\$4,000	\$1,500	GS	\$1,500	
Oak Ridge Environmental Peace Alliance	\$4,000	\$3,000	GS	\$3,000	
Peaceful Vocations	\$4,000	\$2,000	GS	\$2,000	
Critical Resistance - Oakland	\$4,000	\$1,000	GS	\$1,000	
Fight for Lifers - West	\$4,000	\$1,500	GS	\$1,500	
Sudden Movement	\$4,000	\$1,000	GS	\$1,000	
The Interfaith Alliance of Idaho	\$500	\$500	TA	\$500	
Total	\$127,500	\$66,000		\$66,000	
Unfunded Allocation: \$58,500					
Defer					
Red Clover Climate Justice					
Jobs with Justice - South Florida					
Critical Resistance - Los Angeles					
Not Funded					
ABLE NH	Letter				
ABLE NH - Accessibility Grant	Letter				
Action for Community in Raleigh					
Alliance for Reproductive Justice					
Alliance of South Asians Taking Action (ASATA)					
Bellefonte Efficiency and Sustainability Team					
Best Practices Policy Project					
Econ4					
Fort Collins CAN!					
Gender Justice LA					
Girls Think Tank					
Granite State Priorities					
Health Security For New Mexicans Campaign					
Northside Action for Justice					
Our Health, Our Future, Our Longmont					
Peace and Justice Center					
San Joaquin Pride Center					
St. Louis Inter-Faith Committee on Latin America					
The Workers' Rights Center					
WESPAC Foundation					
Worcester Homeless Action Committee					

August 2012 Grant Decisions

Multi-Year Grants

Renewal

1. Arise for Social Justice

\$4,000

P.O. Box 5423, Springfield, MA 01101 Michaelann Bewsee 413/734-4948 <http://ariseforsocialjustice.blogspot.com>
for an economic justice organization run by and for low-income people.

Decision: Full

2. BAY-Peace: Better Alternatives for Youth

\$4,000

6422 Irwin Court, Oakland, CA 94609 Susan Quinlan 510/863-1737 www.baypeace.org
to empower youth to resist aggressive military recruiting.

Decision: Full

3. NARAL Pro-Choice South Dakota

\$4,000

401 East 8th Street, #330G, Sioux Falls, SD 57103 Alisha Sedor 605/334-5065 www.prochoicesd.org
to improve access to reproductive services for all women in South Dakota.

Decision: Full

4. The Interfaith Alliance of Idaho

\$4,000

P.O. Box 15893, Boise, ID 83715 Pam Baldwin 208/283-6560 www.tiaidaho.org
to work in faith-based communities examining the interrelations between racism, classism, sexism, and heterosexism in Idaho.

Decision: Full

New

5. Missouri Immigrant and Refugee Advocates

\$4,000

2725 Clifton Avenue, St. Louis, MO 63139 Vanessa Crawford 314/644-0466 www.mira-mo.org
to organize and advocate for the basic rights of all immigrants.

Decision: Full / MY

Comments:

Still doing great work in a tough place.

General Support Grants

Africa/Asia/International

6. Friends of the Congo

\$1,500

1629 K Street NW, Ste. 300, Washington, DC 20006 Carrie Crawford 202/584-6512 friendsofthecongo.org
to advocate for change in U.S. foreign policy towards the Congo.

Decision: Partial / Contingent on Financials

Comments:

No comment re: issues for lgbtq people in Congo. Just starting to focus on youth. Saif worked with them in the past on US policy issues in Africa. He sees them as creating new models of solidarity in the US. Led by people of the African Diaspora. Seem to be moving from moderate to radical in analysis and approach. Strong chapters on college campuses as student shift from Save Darfur work to the Congo. Need 2011 financials.

Central America

7. Portland Central America Solidarity Committee (PCASC)

\$2,000

2249 E. Burnside Street, Portland, OR 97214 Craig Hennecke 503/236-7916 www.pcasc.net
to mobilize workers and students in the fight for human rights and social justice in Latin America and in Oregon.

Decision: Partial

Comments:

Have expanded beyond solidarity work. Primarily white group that sees itself as an ally.

Community Organizing / Anti-Racism

8. Action for Community in Raleigh

331 West Main Street, #408, Durham, NC 27701 Elena Everett 919/413-1276 www.durhamsolidaritycenter.org
to provide resources and capacity building for organizations and projects working to achieve social, economic, racial and environmental justice.

Decision: No

Comments:

Web site seems to show that they are basically a storefront meeting space. Unclear why they refer to Raleigh in their name since they are located in Durham. While have space to support others, do not appear to be doing any work themselves.

9. Alliance of South Asians Taking Action (ASATA)

17 Walter U Lum Place, San Francisco, CA 94108 Nupur Modi 415/274-6750 www.asata.org
to educate, organize and empower South Asian communities to end violence, oppression, racism and exploitation in the Bay Area.

Decision: No

Comments:

Miabi found someone to be a reference but he never responded to e-mail requests. ASATA did not respond to Board request for additional information (diversity chart, issues of class and reaching out beyond mostly Hindu members). Reference was not strong. Web site was out of date.

10. Peace Action - Wisconsin**\$2,500**

1001 East Keefe Avenue, Milwaukee, WI 53212 Becky Cooper 414/964-5158 www.peaceactionwi.org
to educate the public on issues of nuclear weapons, militarism, current interventions and conflicts and non-violence.

Decision: Partial

Comments:

No analysis re: disability rights an issue – especially given anti-militarism work and injuries to returning vets. Diverse income strain. Positive references. Oasis of progressive politics in a red state.

11. The Interfaith Alliance of Iowa**\$4,000**

P.O. Box 41086, Des Moines, IA 50311 Connie Ryan Terrell 515/279-8715 www.iowatia.org
to promote the collective voices of faith to create progressive social change by encouraging civic participation, and facilitating community activism.

Decision: Full

Comments:

Utilize a model of organizing that works well in their community. Great list of collaborators. Truly interfaith – not just inter-Christian denominations.

12. Topeka Center for Peace and Justice**\$1,500**

2914 SW MacVicar Avenue, Topeka, KS 66607 Jim McCollough 785/232-4388 www.topekaCPJ.org
to promote peace and justice by addressing civil/human rights, restorative justice, economic justice, women's rights, and international peace issues in Topeka and the surrounding area.

Decision: Partial

Comments:

References that know them like them. Long time director recently transferred out. No position on abortion rights. Good time to support them through their transition.

Economic Justice**13. Survivors, Inc.****\$2,000**

95 Standard Street, Mattapan, MA 02126 Dottie Stevens 617/298-7311 www.survivorsinc.org
to empower low-income to advocate for humane welfare policies with a goal of attaining economic and social justice.

Decision: Partial

Comments:

Same organizing. Same leaders. Same work. New collaborations. One of the only groups out there doing this work.

Environmental Justice**14. Citizens for Alternatives to Radioactive Dumping****\$2,000**

202 Harvard SE, Albuquerque, NM 87106 Janet Greenwald 505/242-5511 www.cardnm.org
to educate and organize around issues of nuclear contamination and the impact of the nuclear industry in New Mexico.

Decision: Partial

Comments:

Are radical. Strong references. Other groups use their research to support their work. Challenge the more middle of the road environmental groups that state government has brought together in a collaboration (they take a more conciliatory path).

15. Citizens for Huerfano County

\$2,000

P.O. Box 1193, La Veta, CO 81055 Ceal Smith 719/989-7182 <http://huerfanofrack.blogspot.com>
to protect the public health, safety, environment and wildlife in Huerfano County from the effects of oil and gas drilling.

Decision: Partial

Comments:

Great references. Good local work.

16. Our Health, Our Future, Our Longmont

14506 N. 83rd Street, Longmont, CO 80503 Michael Belmont 303/995-0994 www.ourlongmont.org
to organize a petition drive for a ballot measure that would amend the City of Longmont Charter to prohibit fracking.

Decision: No

Comments:

Doing all 501(c)4 work at this time. Missing significant parts of application. Better to see where there work is going after the elections.

17. Red Clover Climate Justice

Defer

21 Decatur Street, Burlington, VT 05401 Will Bennington 201/919-1230 redcloverclimatejustice.wordpress.com
for a group working on climate justice by addressing the root causes of ecological destruction and false solutions to climate change.

Decision: Defer

Comments:

Seems to just be five white people involved and no others. Not clear that it is community based or what organizing they are doing. Have a climate justice analysis. No references. Ask references to gain clarity on these issues for next Board meeting.

GLBTQ Rights

18. Pride at Work - San Francisco

\$4,000

P.O. Box 31, San Francisco, CA 94102 Sasha Wright 510/967-7277 www.sfprideatwork.org
to build alliances between organized labor and the LGBT community to organize around issues of social and economic justice.

Decision: Full

Comments:

Saif knows people in this group. Other chapters around the country are comprised of older members and engage in more traditional approaches to organizing. This chapter is very dynamic and leads the way.

19. Queerocracy

\$2,500

163 South 1st Street, #2F, Brooklyn, NY 11211 Cassidy Gardner 603/381-0808 www.queerocracy.org
to build a queer movement that is open to all people and that advocates for social and economic justice.

Decision: Partial

Comments:

References were very strong. A lot of the questions raised in June were answered.

Health/AIDS/Disability Rights

20. Advocates Building Lasting Equality in New Hampshire (ABLE NH)

21 South Fruit St., Ste. #22, Concord, NH 03301 Linda Quintanilha 603/271-2336 www.ablenh.org
to protect the right to an equitable public education for children with disabilities and to protect access to disability benefits and support.

Decision: No

Comments:

CCHD is a big funder of this group. Took good stance on lgbtq rights and reproductive justice. Unclear if they know that RESIST funding will impact their CCHD grant. Good references. Political analysis is not radical. No clear larger analysis beyond disability rights. Not clear they have a left perspective. Collaborations are with other more mainstream groups. Send "no and" letter.

21. Alliance for Reproductive Justice

P.O. Box 232676, Anchorage, AK 99523 Geran Tarr 907/334-3055 www.alaskaprochoice.org
to organize for reproductive rights and abortion access across geographically and ethnically diverse communities statewide.

Decision: No

Comments:

Really bad reference. Other reproductive rights activists do not know them.

22. Health Security For New Mexicans Campaign

P.O. Box 2606, Corrales, NM 87048 Mary Feldblum 505/897-1803 www.nmhealthsecurity.org
to create a comprehensive health plan coverage for all New Mexicans.

Decision: No

Comments:

Do not speak directly to position on reproductive health care access. Are supporter of both single payer health care and the Affordable Care Act. Not clear how they resolve the conflict.

23. NARAL Pro-Choice Missouri

\$3,000

1210 S. Vandeventer, St. Louis, MO 63110 Pamela Sumners 314-531-8616 www.prochoicemissouri.org
to ensure every woman has the right to make personal decisions regarding the full range of reproductive choices, including preventing unintended pregnancy, bearing healthy children and choosing legal abortion.

Decision: Partial

Comments:

At ground zero for reproductive health care organizing. Truly difficult to organize in state and massive legislative opposition.

24. NARAL Pro-Choice Wisconsin

\$3,000

122 State Street Ste #308, Madison, WI 53703 Lisa Subeck 608/287-0016 www.prochoicewisconsin.org
to ensure that women have the right to a full range of reproductive choices.

Decision: Partial

Comments:

Had a leadership transition. Still doing good work. Important to support them now.

Labor and Employment Rights

25. Jobs with Justice - South Florida

Defer

1671 NW 16th Terrace, Miami, FL 33125 Kit Rafferty 305/324-1107 sfjwj.org
for a coalition of labor, community and faith based organizations working to improve the life of working class folks in South Florida.

Decision: Defer

Comments:

Need references and missing information.

26. Migrant Justice

\$4,000

294 North Winooski Avenue, #130, Burlington, VT 05401 Natalia Fajardo 802/658-6770 www.migrantjustice.net
to organize migrant farm workers and their allies to build a movement for economic and social justice.

Decision: Full

Comments:

Good analysis, connections, links. Campaign is thoughtful. Transitioned from farmworker ally group to farmworker led group.

27. The Workers' Rights Center

2300 S. Park Street, #001, Madison, WI 53713 Carlos Miranda 608/255-0376 www.wrcmadison.org
to provide low-income workers with education, referrals and training to assist them in successfully resolving workplace problems.

Decision: No

Comments:

Did not provide materials or information requested by Board in June.

Native American / Native Peoples Rights

28. Ka Lei Maile Hawaiian Civic Club

\$1,500

327 Kaimake Loop, Kailua, HI 96734 Lynette Cruz 808/284-3460 palolo@hawaii.rr.com
to promote Hawaiian rights and culture, the restoration of Hawaiian sovereignty and to educate the community at large about the true history of the Hawaiian nation.

Decision: Partial

Comments:

Diverse. Unique. Great analysis. Co-sponsor work on free trade issues, opposing militarism of Hawaii. Not single issue.

Peace / Anti-Militarism

29. Civilian Soldier Alliance - Bay Area

\$1,500

766 Fell Street, San Francisco, CA 94117 Siri Margerin 415/863-3771 www.civsol.org
for an all-volunteer organization of civilians working with veterans and active-duty service members in the Bay Area to build a GI resistance movement towards a just foreign policy.

Decision: Partial

Comments:

Small budget. Local chapters are important to the work. Saif knows a number of the people involved – long-time anti-war activists. Do a lot of work with local IVAW chapter. Getting new work going in San Francisco is hard, This is a good moment to take a chance on them.

30. Oak Ridge Environmental Peace Alliance (OREPA)

\$3,000

P.O. Box 5743, Oak Ridge, TN 37831 Ralph Hutchinson 865/483-8202 www.orepa.org
to end nuclear weapons production in Oak Ridge through public education and nonviolent direct action.

Decision: Partial

Comments:

Diversity remains the same, but work is important. Talk about being a white ally group. People involved take serious risks in opposing the plant. Good to mention to them that they need to be able to demonstrate or talk about their environmental justice analysis regarding communities of color. Yafreisy went to a workshop they did at the US Social Forum which was terrific.

31. Peaceful Vocations

\$2,000

P.O. Box 12282, Fort Worth, TX 76110 Diane Wood 817/800-4249 www.peacefulvocations.org
to provide a counter-balance to the military's significant presence in the North Texas public schools and community.

Decision: Partial

Comments:

Small budget. Able to get in to the schools and get materials/information out to youth.

Prisoners Rights / Criminal Justice

32. Critical Resistance - Los Angeles

Defer

1137 E. Redondo Blvd., Inglewood, CA 90302 David Chavez 323/235-4243 www.criticalresistance.org
to challenge the Prison Industrial Complex and work to build communities that believe in securing basic needs, promoting self-determination, and reducing harm.

Decision: Defer

Comments:

Need more references.

33. Critical Resistance - Oakland

\$1,000

1904 Franklin Street, #504, Oakland, CA 94612 Molly Porzig 510/444-0484 www.criticalresistance.org
to challenge the Prison Industrial Complex and work to build communities that believe in securing basic needs, promoting self-determination, and reducing harm.

Decision: Partial

Comments:

Have a separate identity from the national office – which is at the same address. Oakland chapter is very radical. Do not have much of an alternative funding base right now.

34. Fight for Lifers - West

\$1,500

P.O. Box 4683, Pittsburgh, PA 15206 Donna Hill 412/361-3022 www.fightforliferswestinc.com
to advocate for more humane and effective laws for prisoners serving life sentences in Pennsylvania.

Decision: Partial

Comments:

Scrappy little group led by people most affected. Good references. Keeps hanging in there.

Youth Organizing

35. Sudden Movement

\$1,000

, Birmingham, AL Edward Menefee 334/286-9205 www.SUDDENmovement.org
for a student-led group organizing students, faculty, and alumni at private colleges to demand fair policies regarding undocumented immigrant youth (DREAMers)

Decision: Partial

Comments:

Have no real budget – either expenses or income. No indication of how they would use the grant. New group so take a chance.

Technical Assistance Grants

36. The Interfaith Alliance of Idaho

\$500

P.O. Box 15893, Boise, ID 83715 Pam Baldwin 208/283-6560 www.tiaidaho.org
for a technical assistance grant to enable three members to attend the annual organizer's boot camp run by Western States Center.

Decision: Full

Accessibility Grants

37. Advocates Building Lasting Equality in New Hampshire (ABLE NH)

21 South Fruit St., Ste. #22, Concord, NH 03301 Linda Quintanilha 603/271-2336 www.ablenh.org
to enable full participation of members at board mtg., general ABLE meetings and conferences.

Decision: No

Comments:

CCHD is a big funder of this group. Took good stance on lgbtq rights and reproductive justice. Unclear if they know that RESIST funding will impact their CCHD grant. Good references. Political analysis is not radical. No clear larger analysis beyond disability rights. Not clear they have a left perspective. Collaborations are with other more mainstream groups. Send "no and" letter.

Total Number of Grants:	30 general support grants; 5 multi-year grants; 1 TA grant; 0 emergency grants; 1 accessibility grant; 13 not on agenda
Total Amount Requested:	\$143,500
Total Allocation for Cycle:	\$58,500
Total Grants:	\$45,500 general support grants; \$20,000 multi-year grants; \$500 TA grants; \$0 emergency grants; \$0 accessibility grants
Total Allocated:	\$66,000
Total # of Grants Allocated:	20 general support grants; 5 multi-year grants; 1 TA grants 0 emergency grants
Total # of Grants:	26

Deferred: Critical Resistance – Los Angles, Jobs with Justice – South Florida, Red Clover Climate Justice

Hell Yes! Grants:

Not on the Agenda – August 2012

1. Bellefonte Efficiency and Sustainability Team (Best)

P.O. Box 241, Scottsboro, AL 35768 Sandra Kurtz 256/218-0124 www.matrr.org

for grassroots opposition against the construction of nuclear reactors in Tennessee and Alabama.

Reason: Answer's to Q.#11 are fair. Diversity sheet is confusing. But, work is important. No mention of OREPA which is also in this cycle working on similar issues in Tennessee. Ask them to come back with a better application.

2. Best Practices Policy Project

8 Egbert Hill Road, Morristown, NJ 07960 Penelope Saunders 917/817-0324 www.bestpracticespolicy.org
to strengthen the rights of sex workers by building leadership and organizing campaigns.

Reason: Diversity grid, only has information for volunteers, but on budget have paid consultants. Most expenses are conference related. Not currently engaged in organizing. Most of their current work is networking.

3. Econ4

Gordon Hall, 418 N. Pleasant St. Ste. A, Amherst, MA 01002 James Boyce 413/577-0816 www.econ4.org
to reform economics education in the classroom and serve as a resource to activists.

Reason: Just getting started. Want to produce 5 films to distribute. No organizing.

4. Fort Collins CAN!

P.O. Box 400, Fort Collins, CO 80522 Cheryl Distaso 970/419-8944 www.fccan.org
to enable Fuerza Latino to educate and organize undocumented youth to apply for the new federal Deferred Action Plan which protects them from deportation.

Reason: Say it is an emergency because of short timeframe to apply, predatory attorneys are advertising on Spanish speaking T.V. and radio to attempt to get young people to pay unnecessarily. While claim it will be an opportunity to empower immigrant youth via Jovenes con Fuerza - it is unclear what their work will be. More service than organizing.

5. Gender Justice LA

6815 Willoughby Avenue, #203, Los Angeles, CA 90038 Prentis Hemphill 323/250-3402 www.genderjusticela.org
to develop campaigns to bring about racial, social and economic justice for low-income transgender people of color.

Reason: 12 year old organization. No in depth strategies listed for how they will bring about changes in the LAPD - one of their main campaigns. Mostly a Know Your Rights workshop series. Do not have participants for this program yet - which is charged with holding police accountable. Most of their work toward goals will not start until the fall of 2012. Budget is only as of 6/30/12 - no current budget information. Last financial statement is as of 6/30/11. No real information available on what they have done over the past ten years.

6. Girls Think Tank

105 West F Street, 4th Floor, San Diego, CA 92101 Cecilia Brennan 619/537-8736 www.girlsthinktank.org
to challenge local policy, power and decision-making around issues related to basic human dignity.

Reason: Not started by people most affected. Initial project was to provide homeless people (in San Diego!) with winter survival backpacks. Doing free legal clinics and oversee storage units for homeless people. Receive \$45,000 from the City of San Diego for storage unit work. Have assets of almost \$50,000. Do not include storage unit costs or reimbursements in financial statements. Budget for 2012 shows \$26,000 surplus. Say that "the Displaced" or "Community" members are at all levels of the organization. None of the 16 Board members are low-income. 3 staff members are low-income, but unclear if any Community members are on the staff. Have no gender lens for their work.

7. Granite State Priorities

P.O. Box 3431, Concord, NH 03302 Cathy Silber 603/986-7696 www.gspriorities.org
for a coalition of faith, labor, government, individuals and progressive organization working towards an adequate and equitable revenue system in NH.

Reason: Most work is legislative. All white. Don't take a stand on several positions. Good goals but not necessarily radical.

8. Northside Action for Justice

1020 W. Bryn Mawr, #208, Chicago, IL 60660 Marc Kaplan 773/728-2588 www.actionforjustice.org
for a multi-issue grassroots organization of low and moderate income people fighting for social and economic justice.
Reason: "Very little Latino and Asian involvement, despite significant constituency in the community." Do not list links to any groups doing workers rights or housing organizing. Unclear if reach beyond a small neighborhood.

9. Peace and Justice Center

60 Lake Street, #1C, Burlington, VT 05401 Colleen Deignan 802/863-2345 www.pjcv.org/
for a membership organization working to create a just and peaceful world through education, direct action, and as a state-wide resource.
Reason: Budget is over \$200,000

10. San Joaquin Pride Center

109 N Sutter Street, Stockton, CA 95202 Nicholas Hatten 209/466-7572 www.sanjoaquinpridecenter.weebly.com
for an LGBTQ community center serving people in the very conservative region of Stockton, California and San Joaquin County.
Reason: No additional information provided after request was sent.

11. St. Louis Inter-Faith Committee on Latin America

438 N. Skinker, St. Louis, MO 63130 Marilyn Lorenz 314/721-2977 www.ifcla.org
to accompany the poor and marginalized of Latin America through advocacy for human rights and social justice in the United States.
Reason: Never provided progress report for prior grant. Say are interfaith - but appears only to be Christian denominations. Do not even mention any other religious groups in narrative. Do a lot of cross-border trips, educational workshops and billboards. Make claims for success but do not indicate it was done in partnership with other groups. Have \$40,000 in assets and get significant amount of their funding from Christian religious denominations. Majority of income related to accompaniment projects. 13 of 18 Board members are white. 2 are Latino/a. All staff are white. Majority of volunteers are white.

12. WESPAC Foundation

52 North Broadway, White Plains, NY 10603 Nada Khader 914/449-6514 www.wespac.org
for a multi-issue peace and justice action organization.
Reason: No information on how they are organizing on their current priorities - racial justice, prisoner's rights, anti-fracking and clean energy, economic equality, and Palestine and International Solidarity. Also, seems they've jumped on every hot-topic issue. WESPAC has never come to RESIST and talked about anti-fracking and/or clean energy in the past. What's that about?? Demonstrate no real organizational capacity to carry out work in all these different issue areas. Completely dismiss Q.#11. Unclear that they need RESIST's money to carry out their work.

13. Worcester Homeless Action Committee

P.O. Box 30125, Worcester, MA 01603 Dave McMahon 508/799-9389 www.greaterworcesterhomeless.org
for a group of homeless and formerly homeless folks working on common sense solutions to homelessness in Massachusetts.
Reason: Applied for a multi-year grant, but do not qualify. WHAC has submitted a number of applications to RESIST in the last couple of years, which the Board has not funded because of references that reflect no real "organizing". (See last year's board comments). Now they claim to have had local "success" with discharge planning and therefore want to launch a statewide initiative. Unclear that they have the capacity to carry out such a campaign. Application has no details on what goes into a "successful discharge planning" program. Mention they work with EPOCA closely, but last time EPOCA did not give a positive reference for them. WHAC's fiscal sponsor used to be Dismass House and at that point their focus was working with local officials to preserve the existing shelters in the community. Now, Dave McMahon works at Pleasant Street Neighborhood Network Center and the focus has shifted to discharge planning.

The Executive Committee approved the follow agenda for the August Board meeting by email.

RESIST Board Meeting
August 5, 2012
9:30 AM – 3:30 PM

For this meeting, we have 30 general support grants; 5 multi-year grants; 1 TA grant; 1 accessibility grant; and 13 grants not on the agenda

There are four multi-year grant renewals this cycle (\$16,000) and one TA grant was awarded (\$500)

Total Amount Requested: \$143,500

Total Allocation for Cycle: \$58,500

Remainder for Cycle: \$42,000

Board Meeting Assignments:

Carol - Grants facilitator

Robin - Grants minutes

Jim - Business facilitator

Jen - Business minutes

Collective - Food

DRAFT AGENDA

- | | | |
|-------|---|-----------------------|
| I. | Meet, eat, greet | 9:30 – 9:50 AM |
| II. | Agenda Review and Introductions | 9:50 – 9:55 |
| III. | Approve (or not) minutes April 2012 Board meeting | 9:55 – 10:00 |
| IV. | Grantmaking Allocations | 10:00 – 1:00 |
| | Lunch | 1:00 – 1:30 PM |
| VI. | Grantmaking continued (if needed) | 1:30 – 2:00 pm |
| VII. | Review/reflect/evaluate grantmaking | 2:00 – 2:10 |
| VIII. | <u>Committee Business</u> | |
| | Personnel Committee | 2:10 – 2:30 |
| | Retreat Planning Committee | 2:30 – 2:35 |
| | R&R Committee | 2:35 – 2:45 |
| | Finance & Fundraising Committee | 2:45 – 3:05 |
| VIII. | Review/reflect/evaluate | 3:05 – 3:15 |
| VIX. | Clean up/Adjourn | 3:15 – 3:30 |

unreconciled

RESIST, Inc.
Statement of Activities - Short Form
Year to Date as of July 31, 2012

	YTD ACTUAL July 31	YTD BUDGET July 31	+/- BUDGET	ANNUAL BUDGET
SUPPORT AND REVENUES				
Internal Mailings	148,932	204,000	(55,068)	457,000
Prospecting	24,712	33,500	(8,788)	76,000
Special Contributions	62,577	77,000	(14,423)	357,750
Special Event Income	2,014	5,000	(2,986)	10,000
Misc. Revenue	1,005	530	475	2,170
Investment Income	2,335	3,102	(767)	5,500
Realized Gain (Loss)	1,088	3,050	(1,962)	3,000
Unrealized Gain (Loss)	8,260	10,000	(1,740)	20,000
	<u>250,923</u>	<u>336,182</u>	<u>(85,259)</u>	<u>931,420</u>
Expense				
<i>Fundraising</i>				
Internal Mailing Costs	21,190	22,515	(1,325)	46,250
Prospect Mailing Costs	35,098	36,900	(1,802)	76,750
Major Donor Costs	99	500	(401)	1,000
Special Event Costs	259	3,000	(2,741)	6,000
Misc. Fundraising Costs	4,649	4,564	85	6,350
Total Fundraising Costs	<u>61,295</u>	<u>67,479</u>	<u>(6,184)</u>	<u>136,350</u>
<i>Program</i>				
Grants Program	167,290	161,160	6,130	335,150
Communications Program	16,349	24,410	(8,061)	41,950
Total Program Costs	<u>183,639</u>	<u>185,570</u>	<u>(1,931)</u>	<u>377,100</u>
<i>Other</i>				
Personnel	200,304	204,120	(3,816)	350,241
General and Administrative	56,365	61,792	(5,427)	98,230
Board Expenses	1,456	1,490	(34)	3,300
Total Other Costs	<u>258,125</u>	<u>267,402</u>	<u>(9,277)</u>	<u>451,771</u>
Total Expense	<u>503,059</u>	<u>520,451</u>	<u>(17,392)</u>	<u>965,221</u>
CHANGE IN NET ASSETS	(252,136)	(184,269)	(67,867)	(33,801)
NET ASSETS, BEGINNING OF YEAR	<u>777,440</u>			<u>777,440</u>
NET ASSETS, END OF YEAR	<u>525,304</u>			<u>743,639</u>

RESIST Finance Narrative

January 1, 2012, to June 30, 2012

Accompanies Statement of Net Assets and Statement of Activities

BIG PICTURE

Our *net income* (income less expenses) for January 1, 2012, through June 30, 2012, was a *loss* of about **\$189,599**. In our annual budget for this time period, we expected to have a net loss of **\$167,472** - which means that we are **\$22,127** behind where we expected to be at this time.

Income is lower than expected by **\$74,105**. *Expenses* are approximately **\$51,978** lower than anticipated. This means we have a difference of approximately **\$22,127** between where we expected to be at this time and where we actually are. However, this number does not include grant allocation expenses of **\$55,600** incurred at the June Board meeting. As such, we are actually **\$77,727** behind where we expected to be at this time.

In our 2012 annual budget, RESIST plans to utilize \$40,000 from three bequests to cover the anticipated shortfall. \$30,000 will be from the Ed Baker Bequest to pay for additional grant spending. \$10,000 will be a loan from the Phillip Schleimer Bequest for new fundraising initiatives and to cover increased fundraising personnel costs.

STATEMENT OF NET ASSETS (ITEM A)

At this time, we have assets of approximately \$587,841. This is about **\$189,599** *less* than we had at this time in 2011. The decrease in assets is primarily due to: 1) the Board authorization of approximately \$30,000 in additional grant spending; 2) \$16,846 in additional personnel costs in FY11; and 3) a shortfall of \$74,000 in income at this point in time.

STATEMENT OF NET ACTIVITIES (ITEM B)

Revenue:

Revenue is about **\$74,105** *lower* than budgeted: \$236,027 actual vs. \$310,132 in the budget.

Gifts and Pledges: **\$52,141** lower than budgeted

- *Internal mailing* contributions are approximately **\$44,032** less than budgeted. Income from the pledge program is **\$5,797** lower than expected. Appeals to current donors are **\$31,308** less than expected. Revenue from the *Newsletter* is **\$6,927** less than expected.
- *Prospect mailing* contributions are **\$8,109** under budget. The spring mailing dropped slightly later in 2012 and returns are still trickling in.
- *Special Contributions* are **\$11,175** lower than budgeted.

Board Fundraising is **\$675** less than budgeted.

Unsolicited Gifts (donations under \$500) were **\$585** *less* than expected.

Major Donor gifts underperformed budget expectations by **\$9,730**. Just a reminder that there has been a change in classification of donations over \$500. A significant number of current Major Donor donations were previously categorized as Internal Mailing or Unsolicited gifts.

One *Foundation Gift* of \$10,000 has been received from the Bardon-Cole Foundation.

No *Bequests* have been received yet, however RESIST received notice of a \$1,000 bequest from the Trust of Carol K. Capizzi. The trust is currently tied up in legal proceedings and it is unclear when the bequest will be received.

Bottom Line: Gifts and Pledges are significantly underperforming. Over 200 major donors did not receive the March renewal appeal. They received a separate appeal in May and returns have not performed as well as expected. One major donor who had contributed \$30,000 by this point last year has not made any donations at this time.

Investment Income: \$8,569 lower than budgeted

- *Interest and dividends* are \$33 over budget.
- *Realized gains or losses* on the sale of investments are a gain of \$1,862 under budget.
- *Unrealized gains or losses* on investments are a gain of \$6,749 over budget.

Bottom Line: June investment income has been reconciled. These numbers reflect market conditions as of June 30, 2012. \$100,000 has been transferred from RESIST's investment accounts at Morgan Stanley to Eastern Bank in order to cover income shortfalls. With \$100,000 less in invested assets, it is unclear that investment income budget numbers will be achieved.

Expenses:

Expenses are about \$51,978 less than budgeted: \$425,626 actual vs. \$477,604 in the budget.

Fundraising expenses: \$9,622 less than budgeted

- *Internal mailing* costs are about \$4,563 under the budgeted amount (pledge: \$41, ABC: \$4,522). This reflects minor discrepancies in the timing of receipt and payment for new 2012 bills. It is anticipated that these numbers will return to budget during July.
- *Prospect mailing* costs are about \$1,202 under the budgeted amount. This also reflects discrepancies in the timing of receipt and payment for new 2012 bills.
- *Special Event* costs are \$2,740 under the budgeted amount. This reflects the fact that RESIST has not held any house parties that were budgeted for 2012.
- *Misc. fundraising costs* are approximately \$715 under budget. It is anticipated that these numbers will return to budget during July.

Program expenses: \$47,877 less than budgeted

- *Grants Program* expenses are \$43,420 under budget. At this time, General Support grants are \$34,000 under budget and Multi-Year grants are \$4,000 under. Technical Assistance grants are \$500 more than budgeted. However, as noted above, this does not take into consideration that grant awards from the June allocation cycle have not been expended.

As of July, General Support grants will be \$4,500 under budget and Multi-Year grants will be \$16,000 over budget.

- *Newsletter* costs are \$3,568 less than budgeted due to receipt and timing of current invoices.

- *Web site* expenses are **\$1,199** under budget due to timing of consultant's availability to perform contracted work.

Bottom Line: As of July 31, 2012, program costs are anticipated to only be approximately **\$1,931 under** budget.

Administrative Expenses: **\$5,555** more than budgeted

- *General and Administrative* expenses are **\$3,568** less than budgeted. Bank and Credit Card fees are **\$2,103** higher than expected. State charitable registration filing fees are **\$1,184** lower than expected. Accounting fees are **\$2,184** lower than expected.
- *Personnel* expenses are **\$9,516** more than budgeted.

Personnel costs (excluding health insurance) are **\$237** over budget.

Health insurance costs are **\$9,279** over budget. As of July 31, health insurance costs are only expected to be **\$2,048** over budget.

RESIST, INC.
Statement of Financial Position
June 30, 2012 and 2011

	<u>2012</u>	<u>2011</u>
ASSETS		
CURRENT ASSETS:		
Cash	\$ 44,220	\$ 61,305
Investments	618,894	737,181
Grants Receivable, Current	-	-
Prepaid Expenses, Inventory and Other Current Assets	21,085	12,891
Total Current Assets	<u>684,199</u>	<u>811,377</u>
Property and Equipment, Net	<u>3,119</u>	<u>3,772</u>
OTHER ASSETS		
Grants Receivable, Long-Term	-	-
Deposits	2,230	2,230
Total Other Assets	<u>2,230</u>	<u>2,230</u>
Total Assets	<u><u>\$ 689,548</u></u>	<u><u>\$ 817,379</u></u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Grants Payable	\$84,300	\$92,000
Accounts Payable and Accrued Expenses	7,103	4,408
Accrued Payroll and Related Costs	12,315	8,797
Total Liabilities	<u>103,718</u>	<u>105,205</u>
NET ASSETS		
Net Assets, Beginning of Year	777,440	841,947
Change in Net Assets	(191,610)	(129,773)
Net Assets, End of Period	<u>585,830</u>	<u>712,174</u>
TOTAL LIABILITIES AND NET ASSETS	<u><u>\$689,548</u></u>	<u><u>\$817,379</u></u>

RESIST, INC.
Statement of Activities - Short Form
Year to Date as of June 30, 2012

B

	YTD ACTUAL June 30	YTD BUDGET June 30	+/- BUDGET	ANNUAL BUDGET
SUPPORT AND REVENUES				
Internal Mailings	135,469	179,500	(44,031)	457,000
Prospecting	24,391	32,500	(8,109)	76,000
Special Contributions	61,475	72,650	(11,175)	357,750
Special Event Income	2,014	5,000	(2,986)	10,000
Misc. Revenue	995	230	765	2,170
Investment Income	2,335	2,302	33	5,500
Realized Gain (Loss)	1,088	2,950	(1,862)	3,000
Unrealized Gain (Loss)	8,260	15,000	(6,740)	20,000
	<u>236,027</u>	<u>310,132</u>	<u>(74,105)</u>	<u>931,420</u>
Expense				
<i>Fundraising</i>				
Internal Mailing Costs	17,357	21,920	(4,563)	46,250
Prospect Mailing Costs	35,098	36,300	(1,202)	76,750
Major Donor Costs	99	500	(401)	1,000
Special Event Costs	259	3,000	(2,741)	6,000
Misc. Fundraising Costs	3,643	4,358	(715)	6,350
Total Fundraising Costs	<u>56,456</u>	<u>66,078</u>	<u>(9,622)</u>	<u>136,350</u>
<i>Program</i>				
Grants Program	117,576	160,815	(43,239)	335,150
Communications Program	14,412	19,050	(4,638)	41,950
Total Program Costs	<u>131,988</u>	<u>179,865</u>	<u>(47,877)</u>	<u>377,100</u>
<i>Other</i>				
Personnel	184,547	175,031	9,516	350,241
General and Administrative	51,179	55,140	(3,961)	98,230
Board Expenses	1,456	1,490	(34)	3,300
Total Other Costs	<u>237,182</u>	<u>231,661</u>	<u>5,521</u>	<u>451,771</u>
Total Expense	<u>425,626</u>	<u>477,604</u>	<u>(51,978)</u>	<u>965,221</u>
CHANGE IN NET ASSETS	<u>(189,599)</u>	<u>(167,472)</u>	<u>(22,127)</u>	<u>(33,801)</u>
NET ASSETS, BEGINNING OF YEAR	<u>777,440</u>			<u>777,440</u>
NET ASSETS, END OF YEAR	<u>587,841</u>			<u>743,639</u>

RESIST, INC.
Statement of Activities - Long Form
Year to Date as of June 30 2012

	YTD	YTD BUDGET	+/-	ANNUAL
	June 30	June 30	BUDGET	BUDGET
SUPPORT AND REVENUES				
Internal Mailings				
Pledges	55,203	61,000	(5,797)	157,000
Newsletter	16,073	23,000	(6,927)	50,000
ABC/House mailings	64,192	95,500	(31,308)	250,000
Total Internal Mailings	135,468	179,500	(44,032)	457,000
Prospecting	24,391	32,500	(8,109)	76,000
Special Contributions				
Bequests	0	0	0	40,000
Board Fundraising	125	800	(675)	2,000
E-Fundraising	315	1,000	(685)	4,000
Employer Matching Grants	500	150	350	300
Foundations	10,000	10,000	0	15,000
Major Donors	49,270	59,000	(9,730)	290,000
Unsolicited	1,015	1,600	(585)	5,000
Baker Memorial Fund	0	0	0	1,000
Cohen Memorial Fund	50	0	50	
Holmes Memorial Fund	0	0	0	150
Kurtz Memorial Fund	200	100	100	300
Total Special Contributions	61,475	72,650	(11,175)	357,750
Special Event Income				
House Parties	0	5,000	(5,000)	10,000
Individual Donors	2,014	0	2,014	
Total Special Event Income	2,014	5,000	(2,986)	10,000
Misc. Revenue				
Fiscal Sponsorship Fees	0	50	(50)	70
NWTRCC	290	500	(210)	1,500
Royalties	0	0	0	100
Merchandise Sales	705	680	25	1,500
Merchandise Expenses	0	(1,000)	1,000	(1,000)
Total Other Revenue	995	230	765	2,170
Investment Income				
Dividends and Interest	2,335	2,302	33	5,500
Realized Gain (Loss)	1,088	2,950	(1,862)	3,000
Unrealized Gain (Loss)	8,260	15,000	(6,740)	20,000
Total Investment Income	11,683	20,252	(8,569)	28,500
Total Income	236,026	310,132	(74,106)	931,420

RESIST, INC.
Statement of Activities - Long Form
Year to Date as of June 30 2012

	YTD	YTD BUDGET	+/-	ANNUAL
	June 30	June 30	BUDGET	BUDGET
Expense				
Fundraising Costs				
Internal Mailing Costs				
Pledge Program				
Printing	565	850	(285)	1,750
Postage	1,349	1,065	284	2,500
Mailhouse	1,215	1,255	(40)	2,500
Consultant	0	0	0	0
Total Pledge Program	3,129	3,170	(41)	6,750
ABC/House Mailings				
Printing	4,385	3,000	1,385	10,000
Postage	2,327	3,750	(1,423)	7,000
Photos and Graphics	420	0	420	
Mailhouse	1,846	2,000	(154)	7,500
Consultant	5,250	10,000	(4,750)	15,000
Total ABC/House Mailings	14,228	18,750	(4,522)	39,500
Total Internal Mailing Costs	17,357	21,920	(4,563)	46,250
Prospect Mailing Costs				
Printing	11,163	9,500	1,663	20,500
Postage	11,273	11,150	123	23,000
Mailhouse	4,842	4,000	842	9,000
Consultants	4,125	4,000	125	8,000
Photos and Graphics	350	800	(450)	1,250
List Rentals	3,345	6,850	(3,505)	15,000
Total Prospect Mailing Costs	35,098	36,300	(1,202)	76,750
Major Donor Costs				
Printing	0	0	0	500
Postage	99	0	99	500
Total Major Donor Costs	99	0	99	1,000
Special Events				
House Parties	76	3,000	(2,924)	6,000
Printing	0	0	0	0
Postage	184	0	184	0
Total Special Events	260	3,000	(2,740)	6,000
Misc. Fundraising Costs				
Administrative Fees	228	100	128	200
Books and Subscriptions	1,574	2,000	(426)	2,000
Equipment Rental and Maintenance	152	78	74	150
Printing	1,145	10	1,135	150
Postage	332	1,895	(1,563)	2,750
Promo Merchandise	115	0	115	500
Supplies	97	25	72	100
Travel and Meetings	0	250	(250)	500
Total Misc. Fundraising Costs	3,643	4,358	(715)	6,350
Total Fundraising Costs	56,457	65,578	(9,121)	136,350

RESIST, INC.
Statement of Activities - Long Form
Year to Date as of June 30 2012

	YTD	YTD BUDGET	+/-	ANNUAL
	June 30	June 30	BUDGET	BUDGET
Program Costs				
Communications Program				
Newsletter Costs				
Printing	6,765	8,350	(1,585)	18,000
Postage	3,914	5,250	(1,336)	12,750
Mailhouse	2,540	3,740	(1,200)	7,500
Consultants	713	0	713	700
Photos and Graphics	0	160	(160)	400
Total Newsletter Costs	13,932	17,500	(3,568)	39,350
Website & Internet	481	1,550	(1,069)	2,600
Total Communications Program	14,413	19,050	(4,637)	41,950
Grants Program				
Grant Allocations				
General Support Grants	87,700	121,700	(34,000)	246,000
Multi-Year Grants	24,000	28,000	(4,000)	64,000
Accessibility Grants	0	4,000	(4,000)	4,000
Emergency Grants	1,500	1,500	0	3,500
Technical Assistance Grants	3,000	2,500	500	6,000
NWTRCC Grants	0	1,000	(1,000)	1,500
Baker Memorial Grant	0	0	0	500
Cohen Memorial Grant	0	0	0	500
Holmes Memorial Grant	0	0	0	500
Kurtz Memorial Grant	0	0	0	500
Salzman Memorial Grant	0	0	0	500
Total Grant Allocations	116,200	158,700	(42,500)	327,500
Equipment Rental	1,284	1,440	(156)	2,900
Library	0	0	0	0
Memberships and Dues	0	0	0	400
Printing	0	300	(300)	600
Postage	91	375	(284)	750
Travel and Meetings	0	0	0	3,000
Supplies	0	0	0	0
Total Grants Program	117,575	160,815	(43,240)	335,150
Total Program Costs	131,988	179,865	(47,877)	377,100
Personnel				
Employee Salaries	116,060	116,061	(1)	232,120
Payroll Taxes	10,726	10,444	282	20,890
Pension Plan Match	4,642	4,640	2	9,284
Health Insurance	52,665	43,386	9,279	86,772
Workers Compensation	454	0	454	425
Staff Development	0	500	(500)	750
Total Personnel	184,547	175,031	9,516	350,241
General and Administrative				
Advertising and Outreach	730	1,500	(770)	2,500
Books & Subscriptions	79	0	79	250
Depreciation and Amortization	0	0	0	750

RESIST, INC.
Statement of Activities - Long Form
Year to Date as of June 30 2012

	YTD June 30	YTD BUDGET June 30	+/- BUDGET	ANNUAL BUDGET
Dues, Fees and Fines				
Bank & Credit Card Fees	4,571	2,490	2,081	6,500
Dues	0	0	0	200
Finance Charges	19	0	19	100
Fines	0	0	0	85
Late Fees	88	85	3	165
Total Dues, Fees and Fines	4,678	2,575	2,103	7,050
Equipment Rental & Maintenance	601	1,100	(499)	2,000
Filing Fees - State	3,166	4,350	(1,184)	5,000
Insurance				
Director and Officers	0	0	0	2,400
Liability	697	750	(53)	750
Property	1,058	1,250	(192)	1,250
Total Insurance	1,755	2,000	(245)	4,400
Minor Office Equipment	105	0	105	1,000
Occupancy expenses				
Rent	22,710	24,015	(1,305)	48,030
Repairs and Maintenance	0	0	0	250
Utilities	944	1,335	(391)	3,500
Sub Lease (rent)	(8,375)	(10,050)	1,675	(20,100)
Sub Lease (utilities)	(251)	(750)	499	(1,500)
Total Occupancy expenses	15,028	14,550	478	30,180
Printing & Copying	0	470	(470)	650
Postage, Shipping, Delivery				
US Post Office	37	485	(448)	650
Postage Due/BRE Costs	2,280	2,400	(120)	5,000
Total Postage, Shipping, Delivery	2,317	2,885	(568)	5,650
Professional Fees				
Accounting	16,916	19,100	(2,184)	25,000
Brokerage fees	1,184	1,650	(466)	2,500
Consultant	563	0	563	1,000
Temporary Help	0	0	0	0
Total Professional Fees	18,663	20,750	(2,087)	28,500
Supplies	2,080	2,050	30	3,800
Telephone	1,196	1,375	(179)	2,750
Travel & Meeting Expenses				
Conference & Meeting Fees	0	250	(250)	500
Meals & Food	500	285	215	750
Travel	280	1,000	(720)	2,500
Total Travel & Meeting Expenses	780	1,535	(755)	3,750
Total General and Administrative	51,178	55,140	(3,962)	98,230
Board Expense				
Postage	0	20	(20)	50
Travel	1,203	1,100	103	2,500
Food	253	370	(117)	750
Total Board Expense	1,456	1,490	(34)	3,300
Total Expense	425,626	477,104	(51,478)	965,221
Net Ordinary Income	(189,600)	(166,972)	(22,628)	(33,801)

RESIST, INC.
Profit & Loss Budget vs. Actual
January through June 2012

	<u>As of</u> <u>6/30/12</u>	<u>Budget</u>	<u>+/- Budget</u>	<u>%</u>
Income				
Internal Mailings				
Pledges	54,998	61,000	(6,002)	90%
Newsletter	16,073	23,000	(6,927)	70%
ABC/House Mailings	64,242	95,500	(31,258)	67%
Total Internal Mailings	135,314	179,500	(44,186)	75%
Prospecting	24,391	32,500	(8,109)	75%
Special Contributions				
Bequests	0	0	0	0%
Board Fundraising	125	800	(675)	16%
E-Fundraising Campaigns	315	1,000	(685)	32%
Employer Matching Grants	500	150	350	333%
Foundations	10,000	10,000	0	100%
Major Donors	45,270	59,000	(13,730)	77%
Unsolicited	615	1,600	(985)	38%
Baker Memorial Fund	0	0	0	0%
Cohen Memorial Fund	50	0	50	100%
Holmes Memorial Fund	0	0	0	0%
Kurtz Memorial Fund	200	100	100	200%
Total Special Contributions	57,075	72,650	(15,575)	79%
Special Event Income				
Foundation Grants	0	0	0	0%
House Parties	0	5,000	(5,000)	0%
Individual Donors	2,014	0	2,014	100%
Total Special Event Income	2,014	5,000	(2,986)	40%
Misc. Revenue				
Fiscal Sponsorship Fees	0	50	(50)	0%
NWTRCC	290	500	(210)	58%
Royalties	0	0	0	0%
Merchandise Sales	705	680	25	104%
Merchandise Expenses	0	(1,000)	1,000	0%
Total Misc. Revenue	995	230	765	433%
Investment Income				
Bank Interest	7	72	(65)	9%
Dividends and Interest	1,162	2,230	(1,068)	52%
Total Investment Income	1,169	2,302	(1,133)	51%
Realized Gain (Loss)	(681)	2,950	(3,631)	-23%
Unrealized Gain (Loss)	24,154	15,000	9,154	161%
Total Income	244,430	310,132	(65,702)	79%

Staff Meeting Minutes

6/27/12

Check In

1. Fundraising

Meeting with Noam

Goals

- thank him for being one of the few founding members still involved
- be specific about what asking him to do
 - o take lead on the Founder's Fund (possibly used for *Hell Yes!* Grants)
 - o do outreach to family and friends
 - o contact other founding members and ask them to do the same
- ask what gives him hope and who he admires
- set up another meeting to take place in six months

Major Donor Campaigns

- Need to analyze
 - o Why limited response to separate mailing?
 - o Do major donors respond to recent renewal mailing?
 - o Debrief what worked and what tweaks to make for the future

End of Year Renewal

Noam's name on envelope

2. Finance

BBB response

- three areas of concern BBB raised
 - o number of paid staff on the Board (with 4 staff should be 40 Board members)
 - o percentage of funds spent on program costs (want 65%; RESIST = 60%)
 - o did not see an opt out provision for mailings (it is there, must have missed it)
- Robin and Ravi will address the second and third issues. BBB has been intractable on the first issue and does not understand the power analysis behind staff on the Board.

Financial management – transfer of funds and cash flow

- See job descriptions for difference in duties between Yafreisy and Robin
- Job descriptions need slight tweaking to re-align with current tasks regarding financial statements
- Yafreisy primarily does day-to-day work, while Robin does overview.
- Yafreisy manages the payables and receivables
- Robin and Ravi are authorized to transfer funds between Morgan Stanley and Eastern Bank
- RESIST has six separate accounts that hold funds:
 - o Eastern Bank – cash
 - o Morgan Stanley Operating Fund: \$60,000 cash
 - o Morgan Stanley Bequest Account: large bequests with Board designated purposes
 - o Morgan Stanley Funds Account: Salzman, Kurtz, Baker, Cohen, Holmes Memorial Fund money
 - o Morgan Stanley Investment Account: remainder of Schleimer bequest invested at higher return in socially responsible fund at Neuberger Berman
 - o Hope Credit Union – CD at low rate that enables community re-investment in New Orleans

- Staggered CD Investments
 - o Approximately \$75,000 is invested on a staggered basis in CDs that mature every two months
 - o If money is needed to supplement cash flow, it is not re-invested – it is transferred to Eastern Bank

Decisions:

- Yafreisy will check the Eastern Bank balance in QuickBooks on a regular basis;
- Yafreisy will enter bills, with their receipt and due dates, as they come in;
- Bills will be paid at the point that they are due (when received, net 30, etc.);
- Yafreisy will print an Aging Report from QuickBooks on a regular basis to help determine whether there will be sufficient cash in the account at Eastern Bank to cover bills coming due;
- Robin will coordinate cash needed for bills coming due with CD or Bond investments at Morgan Stanley;
- Yafreisy will let Robin know when QuickBooks shows a balance of \$10,000 or less in the account at Eastern Bank;

R&R Committee

Judy Hatcher – need to discuss continuing Board membership.

Grants

Go to Meeting Training – Buzz will be in on Friday at 11.

Office

Finalizing office clean up

- put books back on shelves
- go through electronics box
- take vacuum and electronics box discards to Goodwill
- move water bottles to a new home
- move brown cabinet
- put shelves out in garbage
- Robin take her boxes home
- Saif to take small file cabinet
- Get bigger conference table
- Yafreisy to order new tower for water cooler

Next Steps

- Meet together to look at fundraising and budget status after June is reconciled
- Talk about bi-monthly e-blasts and potential for impact on budget
- Think about what events are realistic and who will work on them
- Discuss e-Newsletter
- Focus July 11th meeting on database access – come prepared
- Create a two month workplan to enable work distribution if necessary

Next Meeting:

July 11th. Yafreisy facilitates.

Director of Accounting

The Director of Accounting oversees all day-to-day fiscal activities related to the smooth and orderly functioning of a small office. The Administrative Director has responsibility for cash disbursements, cash receipts, payroll, preparation of monthly financial statements and budget reports.

RESIST's Director of Accounting works in conjunction with other staff members to participate in political education and organizational collaborations; participate on Board committees; and perform general office tasks.

Financial management responsibilities include:

- Manage accounts receivable and payable
- Manage payroll and benefits
- Assist in preparation for annual audit
- Assure full compliance with audit requirements, tax filings and payments
- Reconcile and make monthly tax and retirement plan deposits
- Ensure transparency in all financial information produced
- Report to Finance Committee and Board on fiscal soundness and operating effectiveness
- Renew insurance policies
- Operate General and Administrative Programs within RESIST's annual budget

Director of Finance

The Director of Finance manages RESIST's financial and accounting policies, systems and processes; tax and regulatory requirements; financial controls and annual business plan.

RESIST's Director of Finance works in conjunction with other staff members to participate in political education and organizational collaborations; participate on Board committees; and perform general office tasks.

Financial management responsibilities include:

- Maintain awareness of regulations and standards for public charities in finance, governance and grant-making;
- Assure full compliance with audit requirements, tax filings and payments, and adherence to annual operating budget;
- Report to Board and Finance Committee on fiscal soundness and operating effectiveness;
- Work with Board and staff members to prepare and adopt an annual budget;
- Prepare monthly financial statements and narrative;
- Review all financial statements for accuracy;
- Oversee compilation of staff timesheets, tracking personal leave, vacation leave, and compensatory time;
- Coordinate preparation for annual audit;
- Oversee all matters related to occupancy and landlord/tenant relations;
- Ensure transparency in all financial information produced.

Ravi	Yafreisy	Saif	Robin
Finances 6 month budget analysis meeting	Finances 6 month budget analysis meeting	Finances 6 month budget analysis meeting	Finances 6 month budget analysis meeting
Fundraising Follow up on meeting with Noam Analysis of major donor campaign Find way to prioritize under \$100 donors - make cookies	Fundraising	Fundraising	Fundraising
Communications Create joint Communications / Development Schedule Tweet/post to FB on a regular basis	Communications Tweet/post to FB on a regular basis	Communications Create joint Communications / Development Schedule E-mail subscription report Look at transcription software	Communications Tweet/post to FB on a regular basis
Grants Go to Meeting Training	Grants Start entry of August cycle Peace and Justice center list Grantees to recruit for Board Go to Meeting Training	Grants Go to Meeting Training	Grants Start entry of August cycle Set up webinars with Buzz Go to Meeting Training
Office Respond to Better Business Bureau Take electronics to Goodwill	Office Order new water cooler	Office Give Robin all 2nd quarter timesheets Staff minutes in Minute Book	Office Respond to Better Business Bureau Take vacuum to Goodwill Take boxes home
E.C. Committee	Grants Committee	Communications Committee	Grants Committee
Finance Committee	Finance Committee	R&R/Retreat Committee Give mini training on Board web site Follow up with Judy Hatcher	Finance Committee Schedule 6 month review
Fundraising Committee			

Staff Meeting
7.11.12

Present: Ravi, Robin, Saif, Yafreisy (facilitator & minutes)

1. Fundraising

ABC returns are still coming in; in another couple of weeks we'll be able to run some reports and compare what actually came in to what we budgeted to come at this moment in time.

We're behind about \$70k in major donors, most of that is Tom Knoche's \$40k which he has already pledged would come in.

Ravi is going to run a report after the ABC's trickle down to see if any major donor's came in that way and then the plan is to call the remaining major donors and check in with them.

Ravi expects there will be about 15 or so people to call for a total of about \$30K. Due to Ravi's medical leave staff and Board will be called upon to help with those calls. Ravi hopes to pull this together by the beginning of August.

2. Ravi's medical leave

The following is a list of a work back-up plan during the ensuing weeks that Ravi will be away on medical leave. Ravi is expected to go on leave informally on July 18th. He will occasionally check-in in person, and will have remote access to his computer.

Ravi will draft a note to the Board as general heads-up. Saif will work with Ravi on changing his voicemail to reflect that email is a better communication option at this point.

- Yafreisy will take the lead in processing all deposits, including generating the appropriate reports
- Yafreisy will check Ravi voicemail daily and will disperse messages as appropriate
- Robin will take the lead in the processing, and mailing of all thank-you's
- Saif will take the lead on the pledge letter with remote help from Ravi on segregating the lists that get the different letters/labels.
- This also includes that Saif will take the lead on printing the pledge labels.
- Saif will also coordinate getting the e-pledge out.
- Saif will take out recycling as interim for Ravi
- Ravi will process the credit cards remotely
- Robin will take the lead on putting together the fundraising reports for the August board mtg.
- Ravi will take the lead on the major donor phone campaign with most of the work being done by staff and Board.
- Robin will take the lead with the initial planning for the fall ABC

3. Finances

Robin ran some reports with "dirty numbers" and so far our expenses seem to be pretty in line. However, income seems to be lagging in almost all categories.

We're still seeing returns from the last ABC drop. Robin and Ravi expect to see that trickle in some more over the next couple of weeks.

Meredith will be coming in to reconcile July 24th. At that point staff will need to sit down and look at where the finances are at and to see if we need to make any mid-point changes to the budget. This years' budget was very ambitious and so we need to make sure that if we're not on track what that means and what changes need to be made.

Robin and Ravi have been working with the BBB. While we know for sure we'll never get their stamp of approval unless they change some of their criteria- our goal is to make sure our rebuttal to the language on their website is clear as to why we don't get their approval and to make their disapproval as less "punitive" as possible.

Robin is working with the BBB representative around this. She sent her responses to the criteria's we flunked to the whole staff and is waiting for folks response before sending it off and having another discussion with Mr. Wonderful at BBB.

Yafreisy and Robin have been sending out checks and invoices using the last talked about internal finance accounting practice. (see last staff minutes). It is working really well.

4. Communications

Saif hopes to finish up the new donation page with Paul in the next couple of weeks. He wants to eventually do a big online campaign. Thinks that maybe today's database conversation can lead into larger security questions he's been thinking about.

5. R&R

Yafreisy checked-in with Judy around her new California job location. She seems to be willing to stay on the Board. Any further discussion around this can go to the R&R comm..

Linda can stay with Robin this time around. Bev Tillery is staying with Robin later this month and Robin will mention the Board again lightly.

Cynthia is on vacation this month, therefore so is the R&R committee.

6. Database

See Robin's report that she pulled together. Robin will share and forward this report to the executive comm.

The staff discussed this report for a short while. The issue at hand is having interns access the fundraising database to make changes of address and adding names.

There are varying levels of comfort around this. Ravi, Saif, and Yafreisy feeling more comfortable with having interns have basic usage of Sage and Robin not feeling so comfortable.

Giving these different levels of comfort and given the kinds of work that the three above mentioned staff deem as reasonable for interns to work on the staff is making a proposal to the executive comm.

PROPOSAL: Staff cannot reach a consensus on this issue and would like to have the Executive comm. reach out to two non-staff board members to do some research on "best-practices" around interns and what kind of policy we can implement at RESIST related to intern access to the database which will insure that RESIST is in compliance with any existing data security laws, standard corporate governance and safeguards donor relationships.

The research findings would be presented at the October Board Mtg. and would require a vote and the passing of a policy one way or the other.

7. Office

Robin will take half a day July 19th.

Staff Tasks

Ravi	Yafreisy	Saif	Robin
Finances	Finances	Finances	Finances
6 month budget analysis meeting	6 month budget analysis meeting	6 month budget analysis meeting	6 month budget analysis meeting
Fundraising	Fundraising	Fundraising	Fundraising
Follow up on meeting with Noam			
Analysis of major donor campaign			
Find way to prioritize under \$100 donors			
Communications	Communications	Communications	Communications
Create joint Communications / Development Schedule	Tweet/post to FB on a regular basis	Create joint Communications / Development Schedule	Tweet/post to FB on a regular basis
Tweet/post to FB on a regular basis		E-mail subscription report	
		Look at transcription software	
Grants	Grants	Grants	Grants
	Start entry of August cycle		Start entry of August cycle
	Peace and Justice center list		
	Grantees to recruit for Board		
Office	Office	Office	Office
Tasks for interns	Order new water cooler	Give Robin all 2nd quarter timesheets	Respond to Better Business Bureau
			Take boxes home
E.C. Committee	Grants Committee	Communications Committee	Grants Committee
Database proposal	set mtg.		
set mtg.			
Finance Committee	Finance Committee	R&R/Retreat Committee	Finance Committee
		Give mini training on Board web site	Schedule 6 month review
		Follow up with Judy Hatcher	
Fundraising Committee			